

(2) Each certification under paragraph (1) shall be supported by the following information:

(A) The name of each employee of any agency of the Government of the People's Republic of China whose travel expenses or per diem were paid by funds of the reporting agency of the United States Government.

(B) The procedures employed by the reporting agency of the United States Government to ascertain whether each individual under subparagraph (A) did or did not participate in activities described in subsection (a)(2).

(C) The reporting agency's basis for concluding that each individual under subparagraph (A) did not participate in such activities.

(c) DEFINITION OF APPROPRIATE CONGRESSIONAL COMMITTEES.—For purposes of this section the term "appropriate congressional committees" means the Committee on Foreign Relations of the Senate and the Committee on International Relations of the House of Representatives.

SEC. 4. CERTAIN OFFICIALS OF THE PEOPLE'S REPUBLIC OF CHINA INELIGIBLE TO RECEIVE VISAS AND EXCLUDED FROM ADMISSION.

Notwithstanding any other provision of law, any national of the People's Republic of China described in paragraph (1) or (2) of section 3(a) shall be ineligible to receive visas and shall be excluded from admission into the United States.

SEC. 5. SUNSET PROVISION.

Sections 3 and 4 shall cease to have effect 4 years after the date of the enactment of this Act.

DELAURO HONORS ANNA WALSH-CUSANO

HON. ROSA L. DeLAURO

OF CONNECTICUT

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Ms. DeLAURO. Mr. Speaker, on Tuesday, November 26, 1996, the Atwater Senior Center will be celebrating its 31st anniversary with an open house, dedication of a health clinic and a luncheon. The new health clinic will be dedicated in honor of the previous director of Atwater, Anna Walsh-Cusano. I am delighted to rise today to congratulate Atwater on this special anniversary and to honor the memory of my friend, Anna Walsh-Cusano.

Anna Walsh-Cusano was the first director of the Atwater Senior Center. An integral part of the Fair Haven community, Atwater has meant a great deal to a countless number of elderly citizens. Anna's family likes to remember that the center meant everything to her. She truly put her heart and soul into running Atwater. After her husband, Fred, died in 1973, Anna spent almost as much time at the center as she did at her home. She became so involved in the lives of residents and she was so dear to them that they came to call her by the affectionate nickname of "Nonnie."

Anna clearly understood the need for elderly citizens to have a place to gather for recreation and social events. Senior centers like Atwater provide people with creative outlets and an opportunity to have fun with others. With activities like day and overnight trips, parties, live entertainment and line-dancing and ceramics classes, there is always plenty to do

at Atwater. Seniors are an integral part our community and Atwater ensures that they remain active and involved.

As Atwater celebrates its 31st anniversary, it also celebrates the beginning of a unique partnership with the Hospital of St. Raphael. After 2 years of renovations, including a new roof and improvements on a number of rooms, Atwater is unveiling a joint venture with the hospital, the St. Raphael's Health Screening Clinic. The health center will focus on preventive care for seniors. I am very excited about this venture because the combination of these two facilities under one roof will provide seniors with better access to the care they need to stay healthy.

I am very pleased to recognize the 31st anniversary of the Atwater Senior Center. I know Atwater, with the new health center, will continue to provide important services to seniors. I applaud the present director, Norma Rodriguez-Reyes, and all the staff who work so hard every day to make Atwater the special place it is. They should all be very proud on this anniversary.

INTRODUCTION OF THE WORKPLACE FAIRNESS ACT OF 1997

HON. BRIAN P. BILBRAY

OF CALIFORNIA

IN THE HOUSE OF REPRESENTATIVES

Thursday, March 6, 1997

Mr. BILBRAY. Mr. Speaker, the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act prohibit discrimination in employment because of race, color, religion, sex, national origin, age, and disability. I believe that we must begin to explore ways to look beyond the traditional model of combating discrimination, which is currently accomplished by protecting a class or category of people. Instead, we must begin to pass laws which protect the individual from discrimination. A person's singular worth and merit should be the yardstick we measure by, rather than a person's behavior or characteristics which attach them to a group. If we predicate discrimination law on distinctions between groups or categories, we negate the original intention of protecting against discrimination itself.

Therefore, I am reintroducing the Workplace Fairness Act of 1997, which will effectively prohibit discrimination on any basis other than an employee's individual merit. Instead of continuing a piecemeal approach to discrimination law by adding special categories to those now protected under title VII of the Civil Rights Act, my legislation ensures that the only factors which employers may consider are those pertaining to job performance. While this may be considered a radical approach to employment law, it is only fair that all employees are duly protected under the law, and not subject to being fired for arbitrary reasons. Without a legislative remedy such as this, Congress is going to be faced with the dilemma of adding special categories to those already protected under title VII of the Civil Rights Act, every time it is believed that a certain class is being unjustly treated. This is no laughing matter, Mr. Speaker, but will left-handed people be added to the list next? What about red-headed

people? Under current law, such cases could indeed be made. Let us consider the logical evolution and consequence of this approach.

Specifically, the Workplace Fairness Act prohibits discrimination in a blanket fashion, rather than establishing newly protected classes in addition to those which already exist. It does so by establishing that employers shall not subject any employee to different standards or treatment in connection with employment or employment opportunities on any basis other than that of factors pertaining to job performance. My legislation defines "factors pertaining to job performance," which include employment history, ability, and willingness to comply with performance requirements—including attendance and procedures—of the job in question, educational background, drug and alcohol use which may adversely affect job performance, criminal records, and conflicts of interest.

The Workplace Fairness Act establishes that merit is the sole criterion for consideration in job applications or interviews, hiring decisions, advancement, compensation, job training, or any other term, condition, or privilege of employment. Additionally, those currently protected under title VII of the Civil Rights Act will still be able to seek redress upon enactment of the Workplace Fairness Act, as my legislation avails existing title VII remedies to any individual discriminated against under my bill. My legislation also exempts religious organizations, prohibits the establishment of quotas on any basis other than factors pertaining to job performance, and specifically does not invalidate or limit the rights, remedies, or procedures available under any other existing Federal, State, or local law to persons claiming discrimination.

Under the Workplace Fairness Act, employers and employees will still be allowed to enter into an alternate dispute resolution agreed upon before the term of employment begins, just as under current law. Further, the existing Federal statute in rule 11 of the Federal Rule of Civil Procedure states that if a frivolous lawsuit is filed by the plaintiff—the employee or prospective employee—then the court may rule that the plaintiff may pay the expenses of the defendant—the employer. Additionally, rule 68 of the Federal Rule of Civil Procedure is enforced in civil rights cases such as those that would be brought about under the Workplace Fairness Act. Rule 68 states that the fee burden can be shifted from the employer to the employee, if the employee files a frivolous claim, or if the employer is found to not be at fault.

While my legislation will clarify once and for all the civil rights of all Americans, it still gives employers adequate flexibility in determining who they wish to hire, and ensures that they provide just cause for termination that is unrelated to job performance. Discrimination law should mirror the goal which it is intended to embody. Our laws should reflect a standard governed by individual merit, not by an individual's relation to a defined group. The image of a discrimination-free society is undermined by a society whose laws supersede the value of those they are intended to protect: the individual. I urge my colleagues to cosponsor my legislation, and build upon our past successes by creating a new model to combat discrimination in America.